

SPIRITUAL GIFTS
HEART
ABILITIES
PERSONALITY
EXPERIENCES

Discovering how God has uniquely shaped you
to serve others for his purposes and glory.

January 2011



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Understanding Your Spiritual Gifts

What does the Bible teach us about spiritual gifts?

Romans 12:1-8 (NLT)

And so, dear Christian friends, I plead with you to give your bodies to God. Let them be a living and holy sacrifice--the kind he will accept. When you think of what he has done for you, is this too much to ask? Don't copy the behavior and customs of this world, but let God transform you into a new person by changing the way you think. Then you will know what God wants you to do, and you will know how good and pleasing and perfect his will really is. As God's messenger, I give each of you this warning: Be honest in your estimate of yourselves, measuring your value by how much faith God has given you.

Just as our bodies have many parts and each part has a special function, so it is with Christ's body. We are all parts of his one body, and each of us has different work to do. And since we are all one body in Christ, we belong to each other, and each of us needs all the others. God has given each of us the ability to do certain things well. So if God has given you the ability to prophesy, speak out when you have faith that God is speaking through you. If your gift is that of serving others, serve them well. If you are a teacher, do a good job of teaching. If your gift is to encourage others, do it! If you have money, share it generously. If God has given you leadership ability, take the responsibility seriously. And if you have a gift for showing kindness to others, do it gladly.

1 Corinthians 12:4-11 (NLT)

"Now there are different kinds of spiritual gifts, but it is the same Holy Spirit who is the source of them all. There are different kinds of service in the church, but it is the same Lord we are serving. There are different ways God works in our lives, but it is the same God who does the work through all of us. A spiritual gift is given to each of us as a means of helping the entire church."

"To one person the Spirit gives the ability to give wise advice; to another he gives the gift of special knowledge. The Spirit gives special faith to another, and to someone else he gives the power to heal the sick. He gives one person the power to perform miracles, and to another the ability to prophesy. He gives someone else the ability to know whether it is really the Spirit of God or another spirit that is speaking. Still another person is given the ability to speak in unknown languages, and another is given the ability to interpret what is being said. It is the one and only Holy Spirit who distributes these gifts. He alone decides which gift each person should have."

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SPIRITUAL GIFT ASSESSMENT SUMMARY

First, second, and third
highest letter totals:

Corresponding Spiritual Gift:

SPIRITUAL GIFT ASSESSMENT KEY

| | | | |
|-------|---|---|---------------------------|
| _____ | A | = | Administration |
| _____ | B | = | Apostleship |
| _____ | C | = | Craftsmanship |
| _____ | D | = | Creative Communication |
| _____ | E | = | Discernment |
| _____ | F | = | Encouragement/Exhortation |
| _____ | G | = | Evangelism |
| _____ | H | = | Faith |
| _____ | I | = | Giving |
| _____ | J | = | Helps/Serving |
| _____ | K | = | Hospitality |
| _____ | L | = | Intercession |
| _____ | M | = | Knowledge |
| _____ | N | = | Leadership |
| _____ | O | = | Mercy |
| _____ | P | = | Prophecy |
| _____ | Q | = | Shepherding |
| _____ | R | = | Teaching |
| _____ | S | = | Wisdom |

Healing, Interpretation, Miracles, and Tongues are not included in the Spiritual Gift Assessment or Observation Assessment because their presence in the life of a believer tends to be self-evident.

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1. I like to organize people, tasks, and events.
2. I would like to start churches in places where they do not presently exist.
3. I enjoy working creatively with wood, cloth, paints, metal, glass, or other materials.
4. I enjoy challenging people's perspective of God by using various forms of art.
5. I can readily distinguish between spiritual truth and error, good and evil.
6. I tend to see the potential in people.
7. I communicate the gospel to others with clarity and effectiveness.
8. I find it natural and easy to trust God to answer my prayers.
9. I give liberally and joyfully to people in financial need or to projects requiring support.
10. I enjoy working behind the scenes to support the work of others.
11. I view my home as a place to minister to people in need.
12. I take prayer requests from others and consistently pray for them.
13. I am approached by people who want to know my perspective on a particular passage or biblical truth.
14. I am able to motivate others to accomplish a goal.
15. I empathize with hurting people and desire to help in their healing process.
16. I can speak in a way that results in conviction and change in the lives of others.
17. I enjoy spending time nurturing and caring for others.
18. I am able to communicate God's word effectively.
19. I am often sought out by others for advice about spiritual or personal matters.
20. I am careful, thorough, and skilled at managing details.

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21. I am attracted to the idea of serving in another country or ethnic community.
22. I am skilled in working with different kinds of tools.
23. I enjoy developing and using my artistic skills (art, drama, music, photography, etc.).
24. I frequently am able to judge a person's character based upon first impressions.
25. I enjoy reassuring and strengthening those who are discouraged.
26. I consistently look for opportunities to build relationships with non-Christians.
27. I have confidence in God's continuing provision and help, even in difficult times.
28. I give more than a tithe so that kingdom work can be accomplished.
29. I enjoy doing routine tasks that support the ministry.
30. I enjoy meeting new people and helping them to feel welcomed.
31. I enjoy praying for long periods of time and receive readings as to what God wants me to pray for.
32. I receive information from the Spirit that I did not acquire through natural means.
33. I am able to influence others to achieve a vision.
34. I can patiently support those going through painful experiences as they try to stabilize their lives.
35. I feel responsible to confront others with the truth.
36. I have compassion for wandering believers and want to protect them.
37. I can spend time in study knowing that presenting truth will make a difference in the lives of people.
38. I can often find simple, practical solutions in the midst of conflict or confusion.
39. I can clarify goals and develop strategies or plans to accomplish them.

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40. I am willing to take an active part in starting a new church.
41. I enjoy making things for use in ministry.
42. I help people understand themselves, their relationships, and God better through artistic expression.
43. I can see through phoniness or deceit before it is evident to others.
44. I give hope to others by directing them to the promises of God.
45. I am effective at adapting the gospel message so that it connects with an individual's felt need.
46. I believe that God will help me to accomplish great things.
47. I manage my money well in order to free more of it for giving.
48. I willingly take on a variety of odd jobs around the church to meet the needs of others.
49. I genuinely believe the Lord directs strangers to me who need to get connected to others.
50. I am conscious of ministering to others as I pray.
51. I am committed, and schedule blocks of time for reading and studying scripture, to understand biblical truth fully and accurately.
52. I can adjust my leadership style to bring out the best in others.
53. I enjoy helping people sometimes regarded as undeserving or beyond help.
54. I boldly expose cultural trends, teachings, or events which contradict biblical principles.
55. I like to provide guidance for the whole person - relationally, emotionally, spiritually, etc.
56. I pay close attention to the words, phrases, and meaning of those who teach.
57. I can easily select the most effective course of action from among several alternatives.
58. I can identify and effectively use the resources needed to accomplish tasks.
59. I can adapt well to different cultures and surroundings.

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60. I can visualize how something should be constructed before I build it.
61. I like finding new and fresh ways of communicating God's truth.
62. I tend to see rightness or wrongness in situations.
63. I reassure those who need to take courageous action in their faith, family, or life.
64. I invite unbelievers to accept Christ as their Savior.
65. I trust God in circumstances where success cannot be guaranteed by human effort alone.
66. I am challenged to limit my lifestyle in order to give away a higher percentage of my income.
67. I see spiritual significance in doing practical tasks.
68. I like to create a place where people do not feel that they are alone.
69. I pray with confidence because I know that God works in response to prayer.
70. I have insight or just know something to be true.
71. I set goals and manage people and resources effectively to accomplish them.
72. I have great compassion for hurting people.
73. I see most actions as right or wrong, and feel the need to correct the wrong.
74. I can faithfully provide long-term support and concern for others.
75. I like to take a systematic approach to my study of the Bible.
76. I can anticipate the likely consequences of an individual's or a group's action.
77. I like to help organizations or groups become more efficient.
78. I can relate to others in culturally sensitive ways.
79. I honor God with my handcrafted gifts.
80. I apply various artistic expressions to communicate God's truth.

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81. I receive affirmation from others concerning the reliability of my insights or perceptions.
82. I strengthen those who are wavering in their faith.
83. I openly tell people that I am a Christian and want them to ask me about my faith.
84. I am convinced of God's daily presence and action in my life.
85. I like knowing that my financial support makes a real difference in the lives and ministries of God's people.
86. I like to find small things that need to be done and often do them without being asked.
87. I enjoy entertaining people and opening my home to others.
88. When I hear about needy situations, I feel burdened to pray.
89. I have suddenly known some things about others, but did not know how I knew them.
90. I influence others to perform to the best of their capability.
91. I can look beyond a person's handicaps or problems to see a life that matters to God.
92. I like people who are honest and will speak the truth.
93. I enjoy giving guidance and practical support to a small group of people.
94. I can communicate scripture in ways that motivate others to study and want to learn more.
95. I give practical advice to help others through complicated situations.
96. I enjoy learning about how organizations function.
97. I enjoy pioneering new undertakings.
98. I am good at and enjoy working with my hands.
99. I am creative and imaginative.
100. I can identify preaching, teaching, or communication which is not true to the Bible.

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101. I like motivating others to take steps for spiritual growth.
102. I openly and confidently tell others what Christ has done for me.
103. I am regularly challenging others to trust God.
104. I give generously due to my commitment to stewardship.
105. I feel comfortable being a helper, assisting others to do their job more effectively.
106. I do whatever I can to make people feel that they belong.
107. I am honored when someone asks me to pray for them.
108. I discover important biblical truths when reading or studying scripture which benefit others in the body of Christ.
109. I am able to cast a vision that others want to be a part of.
110. I enjoy bringing hope and joy to people living in difficult circumstances.
111. I will speak God's truth, even in places where it is unpopular or difficult for others to accept.
112. I can gently restore wandering believers to faith and fellowship.
113. I can present information and skills to others at a level that makes it easy for them to grasp and apply to their lives.
114. I can apply scriptural truth that others regard as practical and helpful.
115. I can visualize a coming event, anticipate potential problems, and develop backup plans.
116. I am able to orchestrate or oversee several church ministries.
117. I am able to design and construct things that help the church.
118. I regularly need to get alone to reflect and develop my imagination.
119. I can sense when demonic forces are at work in a person or situation.
120. I am able to challenge or rebuke others in order to foster spiritual growth.

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121. I seek opportunities to talk about spiritual matters with unbelievers.
122. I can move forward in spite of opposition or lack of support when I sense God's blessing on an undertaking.
123. I believe I have been given an abundance of resources so that I may give more to the Lord's work.
124. I readily and happily use my natural or learned skills to help wherever needed.
125. I can make people feel at ease even in unfamiliar surroundings.
126. I often see specific results in direct response to my prayers.
127. I confidently share my knowledge and insights with others.
128. I figure out where we need to go and help others to get there.
129. I enjoy doing practical things for others who are in need.
130. I feel compelled to expose sin wherever I see it and to challenge people to repentance.
131. I enjoy patiently but firmly nurturing others in their development as believers.
132. I enjoy explaining things to people so that they can grow spiritually and personally.
133. I have insights into how to solve problems that others do not see.

SPIRITUAL GIFTS

ADMINISTRATION

Literal Meaning: To pilot or steer a ship

Description: The gift of Administration is the divine enablement to understand what makes an organization function, and the special ability to plan and execute procedures that accomplish the goals of the ministry.

Distinctives: People with this gift

Develop strategies or plans to reach identified goals

Assist ministries to become more effective and efficient

Manage or coordinate a variety of responsibilities to accomplish a task

Traits

Thorough

Objective

Responsible

Organized

Goal-oriented

Efficient

Conscientious

Cautions: People with this gift

Need to be open to adjust their plans so that they don't stifle a leader's vision.

Could use people to simply accomplish goals without being concerned for their growth in the process.

References: 1 Cor. 12:28, Acts 6:1-7, Ex. 18:13-26

APOSTLESHIP

Literal Meaning: To be sent with a message

Description: The gift of Apostleship is the divine ability to start and oversee the development of new churches or ministry structures.

Distinctives: People with this gift...

Pioneer and establish new ministries or churches

Adapt to different surroundings by being culturally sensitive and aware

Have responsibilities to oversee ministries or groups of churches

Demonstrate authority and vision for the mission of the church

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Traits:

Adventurous
Persevering
Adaptable
Culturally sensitive
Risk-taking
Cause-driven

Cautions: People with this gift

Should be aware that misusing their authority can quench the Spirit in others.
Can be demanding and pessimistic.

References: 1 Cor. 12:28-29, Eph. 4:11-12, Rom. 1:5, Acts 13:2-3

CRAFTSMANSHIP

Literal Meaning: To craft, design, build

Description: The gift of Craftsmanship is the divine enablement to creatively design and/or construct items to be used for ministry.

Distinctives: People with this gift

Work with wood, cloth, paints, metal, glass and other raw materials
Make things which increase the effectiveness of others' ministries

Traits:

Creative
Designer
Handy
Resourceful
Practical
Behind the scenes
Helpful

Cautions: People with this gift

Could fail to see that their gift is significant and one that makes a spiritual contribution to the body.
Could use people to get things done instead of helping them grow in the process.
Should remember that the things they produce are just a means to the end and not the end itself.

References: Ex. 31:3, 35:31-35, Acts 9:36-39, 2 Kings 22:5-6

CREATIVE COMMUNICATION

Literal Meaning: To communicate artistically

Description: The gift of Creative Communication is the divine enablement to communicate God's truth through a variety of art forms.

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Distinctives: People with this gift

Use the arts to communicate God's truth.

Develop and use artistic skills such as drama, writing, art, music, etc.

Use variety and creativity to captivate people and cause them to consider Christ's message

Challenge people's perspective of God through various forms of the arts Demonstrate fresh ways

Traits:

Expressive

Imaginative

Idea-oriented

Artistic

Creative

Unconventional

Sensitive

Cautions: People with this gift

Need to remember that art is not for art's sake, but it's to glorify God and edify others.

Could find evaluation and constructive criticism difficult to accept.

Might be uncooperative (because of pride or individualism) and need to work at being a team player.

References: Ps. 150:3-5, 2 Sam. 6:14-15, Mark 4:2, 33

DISCERNMENT

Literal Meaning: To separate or make a distinction, differentiate

Description: The gift of Discernment is the divine enablement to distinguish between truth and error. It is able to discern the spirits, differentiating between good and evil, right and wrong.

Distinctives: People with this gift

Distinguish truth from error, right from wrong, pure motives from impure

Identify deception in others with accuracy and appropriateness

Determine whether a word attributed to God is authentic

Recognize inconsistencies in a teaching, prophetic message or interpretation

Are able to sense the presence of evil

Traits:

Perceptive

Insightful

Sensitive

Intuitive

Decisive

Challenging

Truthful

Cautions: People with this gift

May struggle with how to express their perceptions, feelings or insights.

Could be harsh when confronting others, instead of speaking the truth in love.

Need to confirm their perceptions before speaking.

References: 1 Cor. 12:10, Acts 5:1-4, Matt. 16:21-23

ENCOURAGEMENT

Literal Meaning: To come along side of

Description: The gift of Encouragement is the divine enablement to present truth so as to strengthen, comfort, or urge to action those who are discouraged or wavering in their faith.

Distinctives: People with this gift

Come to the side of those who are discouraged to strengthen and reassure them

Challenge, comfort, or confront others to trust and hope in the promises of God

Urge others to action by applying biblical truth

Motivate others to grow

Emphasize God's promises and to have confidence in his will

Traits:

Positive

Motivating

Challenging

Affirming

Reassuring

Trustworthy

Cautions: People with this gift

Can sometimes be overly optimistic, too simplistic or flattering.

Should first take time to understand where others are and what they really need.

May want to just say "positive" things to others and avoid being confrontational when it's needed.

References: Rom. 12:8, Acts 11:22-24, Acts 15:30-32

EVANGELISM

Literal Meaning: To bring good news

Description: The gift of Evangelism is the divine enablement to effectively communicate the gospel to unbelievers so they respond in faith and move toward discipleship.

Distinctives: People with this gift

Communicate the message of Christ with clarity and conviction

Seek out opportunities to talk to unbelievers about spiritual matters

Challenge unbelievers to faith and to become fully devoted followers of Christ

Adapt their presentation of the gospel to connect with the individual's needs

Seek opportunities to build relationships with unbelievers

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Traits:

Sincere
Candid
Respected
Influential
Spiritual
Confident
Commitment-oriented

Cautions: People with this gift

Need to remember the Holy Spirit, not guilt, is the motivator in a person's decision for Christ.
Should avoid becoming critical of others by remembering that we are all "witnesses," but we are not all "evangelists."
Need to listen carefully, because the same approach is not appropriate for everyone.

References: Eph. 4:11, Acts 8:26-40, Luke 19:1-10

FAITH

Literal Meaning: To trust, have confidence, believe

Description: The gift of Faith is the divine enablement to act on God's promises with confidence and unwavering belief in God's ability to fulfill his purposes.

Distinctives: People with this gift

Believe the promises of God and inspire others to do the same
Act in complete confidence of God's ability to overcome obstacles
Demonstrate an attitude of trust in God's will and his promises
Advance the cause of Christ because they go forward when others will not
Ask God for what is needed and trust him for his provision

Traits:

Prayerful
Optimistic
Trusting
Assured
Positive
Inspiring

Cautions: People with this gift

Need to act on their faith.
Should remember that those who speak with reason and desire to plan do not necessarily lack faith.
Should listen to and consider the counsel of wise and spirit-filled believers.

References: 1 Cor. 12:9, 13:2, Heb. 11:1, Rom. 4:18-21

GIVING

Literal Meaning: To give part of, share

Description: The gift of Giving is the divine enablement to contribute money and resources to the work of the Lord with cheerfulness and liberality. People with this gift do not ask "How much money do I need to give to God?" but, "How much money do I need to live on?"

Distinctives: People with this gift

Manage their finances and limit their lifestyle in order to give as much of their resources as possible

Support the work of ministry with sacrificial gifts to advance the Kingdom

Meet tangible needs that enable spiritual growth to occur

Traits:

Stewardship-oriented

Responsible

Resourceful

Trusts God

Disciplined

Cautions: People with this gift

Need to esteem their gift, remembering that giving money and resources is a spiritual contribution to the body of Christ.

Need to remember the church's agenda is determined by leaders, not by the giver's gift.

Need to guard against greed.

References: Rom. 12:8, 2 Cor. 6:8, Luke 21:1-4

HEALING

Literal Meaning: To restore instantaneously

NOTE: Different kinds of healings are possible (i.e., emotional, relational, spiritual, physical, etc.).

Description: The gift of Healing is the divine enablement to be God's means for restoring people to wholeness.

Distinctives: People with this gift

Demonstrate the power of God

Bring restoration to the sick and diseased

Authenticate a message from God through healing

Pray, touch, or speak words that miraculously bring healing to one's body

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Traits:

Compassionate
Trusts in God
Prayerful
Full of faith
Humble
Responsive
Obedient

Cautions: People with this gift

Need to remember that it is not always their faith or the faith of the sick that determines a healing, but God who determines it.
Needs to realize that God does not promise to heal everyone who asks or is prayed for.
Should remember that Jesus did not heal everyone who was sick or suffering when He was on the earth.

References: 1 Cor.12:9, 28, 30, Acts 3:1-16, Mark 2:1-12

HELPS

Literal Meaning: To take the place of someone

Description: The gift of Helps is the divine enablement to accomplish practical and necessary tasks which free-up, support, and meet the needs of others.

Distinctives: People with this gift

Serve behind the scenes wherever needed to support the gifts and ministries of others
See the tangible and practical things to be done and enjoy doing them
Sense God's purpose and pleasure in meeting everyday responsibilities

Traits:

Available
Willing
Helpful
Reliable
Loyal
Dependable
Whatever-it-takes attitude

Cautions: People with this gift

Need to esteem their gift, remembering that doing practical deeds is a spiritual contribution to the body of Christ.
Find it difficult to say "no."
Need to be responsive to the priorities of leadership instead of setting their own.

References: 1 Cor. 12:28, Rom.12:7, Acts 6:1-4, Rom. 16:1-2

HOSPITALITY

Literal Meaning: To love strangers

Description: The gift of Hospitality is the divine enablement to care for people by providing fellowship, food, and shelter.

Distinctives: People with this gift

- Provide an environment where people feel valued and cared for
- Meet new people and help them to feel welcomed
- Create a safe and comfortable setting where relationships can develop
- Seek ways to connect people together into meaningful relationships
- Set people at ease in unfamiliar surroundings

Traits:

Friendly
Gracious
Inviting
Trusting
Caring
Warm

Cautions: People with this gift

Should avoid viewing their gift as just "entertaining."
Need to remember to ask God who He wants them to befriend and serve.
Should be careful not to cause stress in their own family when inviting others into their home.

References: 1 Peter 4:9-10, Rom.12:13, Heb. 13:1-2

INTERCESSION

Literal Meaning: To plead on behalf of someone, intercede

Description: The gift of Intercession is the divine enablement to consistently pray on behalf of and for others, seeing frequent and specific results.

Distinctives: People with this gift

- Feel compelled to earnestly pray on behalf of someone or some cause
- Have a daily awareness of the spiritual battles being waged and pray
- Are convinced God moves in direct response to prayer
- Pray in response to the leading of the spirit, whether they understand it or not
- Exercise authority and power for the protection of others and the equipping of them to serve

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Traits:

Advocate
Caring
Sincere
Peacemaker
Burden-bearer
Spiritually sensitive
Trustworthy

Cautions: People with this gift

Should avoid feeling that their gift is not valued.
Remember that interceding for others is their spiritual contribution to the body of Christ.
Should avoid using prayer as an escape from fulfilling responsibilities.
Need to avoid a "holier than thou" attitude caused by extended times with God.

References: Rom. 8:26-27, John 17:9-26, 1 Tim. 2:1-2, Col. 1:9-12, 4:12-13

INTERPRETATION

Literal Meaning: To translate, interpret

Description: The gift of Interpretation is the divine enablement to make known to the body of Christ the message of one who is speaking in tongues.

Distinctives: People with this gift

Respond to a message spoken in tongues by giving an interpretation
Glorify God and demonstrate his power through this miraculous manifestation
Edify the body by interpreting a timely message from God

Traits:

Obedient
Responsible
Devoted
Spiritually sensitive
Discerning
Wise

Cautions: People with this gift

Need to remember that the message being interpreted should reflect the will of God and not man.
Should remember that this gift is to provide edification, it's to build up the church.
Use it in conjunction with tongues and it should be used in an orderly manner.

References: 1 Cor. 12:10, 14:5, 14:26-28

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KNOWLEDGE

Literal Meaning: To know

Description: The gift of Knowledge is the divine enablement to bring truth to the body through a revelation or biblical insight.

Distinctives: People with this gift

Receive truth which enables them to better serve the body

Search the scriptures for insight, understanding, and truth

Have an unusual insight or understanding that serves the church

Organize information for teaching and practical use

Gain knowledge which was not attained by natural observation or means

Traits:

Inquisitive

Responsive

Insightful

Reflective

Studious

Truthful

Observant

Cautions: People with this gift

Need to be careful of this gift leading to pride ("knowledge puffs up").

Should remember that it is God's message, not theirs, when they share their knowledge.

Need to remember with the increasing of knowledge comes the increasing of pain.

References: 1 Cor. 12:8, Mark 2:6-8, John 1:45-50

LEADERSHIP

Literal Meaning: To stand before

Description: The gift of Leadership is the divine enablement to cast vision, motivate, and direct people to harmoniously accomplish the purposes of God.

Distinctives: People with this gift

Provide direction for God's people or ministry

Motivate others to perform to the best of their abilities

Present the "big picture" for others to see

Model the values of the ministry

Take responsibility and establish goals

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Traits:

Influential
Diligent
Visionary
Persuasive
Motivating
Goal-setter

Cautions: People with this gift

Should realize that their relational credibility takes time and is critical for leadership effectiveness.
Should remember that servant leadership is the biblical model, the greatest being the servant of all.
Do not need to be in a leadership "position" to use this gift.

References: Rom. 12:8, Heb. 13:17, Luke 22:25-26

MERCY

Literal Meaning: To have compassion

Description: The gift of Mercy is the divine enablement to cheerfully and practically help those who are suffering or are in need, compassion moved to action.

Distinctives: People with this gift

Focus upon alleviating the sources of pain or discomfort in suffering people
Address the needs of the lonely and forgotten
Express love, grace, and dignity to those facing hardships and crisis

Traits:

Empathetic
Caring
Kind
Burden-bearing
Responsive
Compassionate
Sensitive

Cautions: People with this gift

Need to be aware that rescuing people from their pain may be hindering God's work in them.
Need to guard against feeling "unappreciated," since some of the people helped will not show or express any appreciation.
Should guard against becoming defensive and angry about the sources of others' pain.

References: Rom. 12:8, Matt. 5:7, Mark 10:46-52, Luke 10:25-37

PROPHECY

Literal Meaning: To speak before

Description: The gift of Prophecy is the divine enablement to reveal truth and proclaim it in a timely and relevant manner for understanding, correction, repentance, or edification. There may be immediate or future implications.

Distinctives: People with this gift

- Expose sin or deception in others for the purpose of reconciliation
- Speak a timely word from God causing conviction, repentance, and edification
- See truth that others often fail to see and challenge them to respond
- Understand God's heart and mind through experiences he takes them through

Traits:

- Discerning
- Compelling
- Uncompromising
- Outspoken
- Authoritative
- Convicting
- Confronting

Cautions: People with this gift

- Need to be aware that listeners may reject the message if not spoken with love.
- Need to avoid pride which can create a demanding or discouraging Spirit that hinders the gift.
- Should remember that discernment and scripture must support and agree with each prophecy.

References: Rom. 12:6, 1 Cor. 12:10, 28, 13:2, 2 Peter 1: 19-21

SHEPHERDING

Literal Meaning: To shepherd a flock

Description: The gift of Shepherding is the divine enablement to nurture, care for, and guide people toward on-going spiritual maturity and becoming like Christ.

Distinctives: People with this gift

- Take responsibility to nurture the whole person in their walk with God
- Provide guidance and oversight to a group of God's people
- Model with their life what it means to be a fully devoted follower of Jesus
- Establish trust and confidence through long-term relationships

The S.H.A.P.E. Workshop

Traits:

Influencing
Nurturing
Guiding
Supportive
Disciplining
Relational

Cautions: People with this gift

Should remember that God judges those who neglect or abuse their oversight responsibilities.
Need to be aware that the desire to feed and support others can make it difficult to say "no."
Should realize that some of those being nurtured will grow beyond the shepherd's own ability and need to be freed to do so.

References: Eph. 4:11-12, 1 Peter 5:1-4, John 10:1-18

TEACHING

Literal Meaning: To instruct

Description: The gift of Teaching is the divine enablement to understand, clearly explain, and apply the word of God, causing greater Christ-likeness in the lives of listeners

Distinctives: People with this gift

Communicate biblical truth that inspires greater obedience to the word
Challenge listeners simply and practically with the truths of scripture
Present the whole counsel of God for maximum life change
Give attention to detail and accuracy
Prepare through extended times of study and reflection

Traits:

Disciplined
Perceptive
Teachable
Authoritative
Practical
Analytical
Articulate

Cautions: People with this gift

Should avoid pride that may result from their "superior" biblical knowledge and understanding.
Could become too detailed when teaching and fail to make life application.
Should remember that their spirituality is not measured by how much they know.

References: Rom.12:7, 1 Cor. 12:28-29, Acts 18:24-28, 2 Tim. 2:2

TONGUES

Literal Meaning: Tongue, language

Description: The gift of Tongues is the divine enablement to speak, worship, or pray in a language unknown to the speaker. People with the gift may receive a spontaneous message from God which is made known to his body through the gift of interpretation.

Distinctives: People with this gift

Express with an interpretation a word by the Spirit which edifies the body

Speak in a language they have never learned and do not understand

Worship the Lord with unknown words too deep for the mind to comprehend

Experience an intimacy with God which inspires them to serve and edify others

Traits:

Sensitive

Prayerful

Responsive

Trusting

Devoted

Spontaneous

Receptive

Cautions: People with this gift

Should remain silent in the church if there is no interpreter.

Should avoid expecting others to manifest this gift which may cause inauthenticity of the Spirit.

Should remember that all the gifts, including this one, are to edify others.

References: 1 Cor 12:10, 28-30, 13:1, 14:1-33, Acts 2: 1-11

WISDOM

Literal Meaning: To apply truth practically

Description: The gift of Wisdom is the divine enablement to apply spiritual truth effectively to meet a need in a specific situation.

Distinctives: People with this gift

Focus on the unseen consequences in determining the next steps to take
Receive an understanding of what is necessary to meet the needs of the body
Provide divinely given solutions in the midst of conflict and confusion
Hear the Spirit provide direction for God's best in a given situation

Traits:

Sensible
Insightful
Practical
Wise
Experienced

Cautions: People with this gift

Could fail to share the wisdom that God has given them.
Need to avoid having others develop a dependence upon them, which may weaken their faith in God.
Need to be patient with others who do not have this gift.

References: 1 Cor. 12:8, James 3:13-18, 1 Cor. 2:3-14, Jer. 9:23-24

HEART

Above all else, guard your heart, for it is the wellspring of life. Proverbs 4:23

I want you to imagine that you are one of the servants in the parable of the talents.

The Parable of the Talents *Matthew 25:14-15 (NIV)*

"Again, it will be like a man going on a journey, who called his servants and entrusted his property to them. To one he gave five talents of money, to another two talents, and to another one talent, each according to his ability. Then he went on his journey."

Jesus has just given you 10 million dollars and your only job is to use the money and time he gave you. What would you do?

What is the one thing that you always have energy to do, that gets you going and you never want to stop?

Think back in your life. Who was the person that made the biggest impact on who you are today?

What did they do for you that made such difference?

How do you want to make a difference in someone else's life?

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Praise be to the God and Father of our Lord Jesus Christ, the Father of compassion and the God of all comfort, who comforts us in all our troubles, so that we can comfort those in any trouble with the comfort we ourselves have received from God. For just as the sufferings of Christ flow over into our lives, so also through Christ our comfort overflows. 2 Corinthians 1:3-5

Passion is also developed in our lives when we go through difficult things, God takes us through it and comforts us and through the process we become very sensitive to others who are going through similar struggles. Many times we are drawn to these people and God will use us and our experience to comfort others going through difficult times.

What are some of the most difficult circumstances you have gone through?

How did God comfort you and bring you through those circumstances?

Have you ever had the opportunity to help someone else deal with similar difficulties?

Do you have a desire to try to make sure other people don't have to go through what you experienced? (i.e. - to make the world a better place.) How would you do that?

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When you come to church at the Urban Refuge is there anything that you sense is missing, that you would like be a part of providing?

I feel strongly about the following issues or causes: (circle those that apply)

- | | | | | |
|----------------|-------------------|--------------|--------------|------------|
| Environment | Children's issues | Discipleship | Injustice | Racism |
| Aids | Politics | Violence | Education | Addictions |
| International | Economic | Technology | Health care | Poverty |
| Family | Reaching the lost | Hunger | Literacy | Church |
| Elderly issues | Women's Issues | Men's issues | Youth Issues | Mentoring |
| Others | _____ | | | |

I have a strong interest or a passion for working with: (circle all that apply)

- | | | | | |
|----------------|---------------------|----------------|---------------|------------------|
| Infants | Children | Youth | Teen moms | Elderly |
| Single Parents | College students | Divorced | Widowed | Singles |
| Career men | Career women | Homeless | Unemployed | Poor |
| Hospitalized | Empty nesters | Disabled | Prisoners | Parents |
| Homemakers | Lonely, Unconnected | Refugees | Young Couples | Businesses |
| Troubled Youth | Recovery/Wounded | Non-Christians | New Believers | Mature Believers |
| Other | _____ | | | |

Underlying Themes

Next, read through what you have written and look for an underlying theme. If one or two come to mind write them in here and in your profile page at the end.

About Your Heart

Determining your Heart is not easy for everyone. Remember that this is just the beginning of the process of identifying and clarifying your ministry interests. People that know you well may be able to shed some light for you as well. What have they seen in you? Don't be afraid to consider your secular interests as well. Even if these interests cannot be directly applied to ministry, something about the underlying reason you are interested in it can be suggestive of a fulfilling ministry. As you think, pray, and gain more ministry experience, your Heart will become clearer over time.

This story illustrates that doing something we enjoy motivates us, transforms us, fills us with joy, ENERGIZES US!.

ABILITIES

DISCOVER YOUR MOTIVATED ABILITIES

Abilities or talents may be a natural skill or an acquired proficiency. In either case they are God-given. They require practice and use to grow, multiply, and bear fruit. In 1 Corinthians 12:6, Paul says, "There are different abilities to perform service..." God needs many abilities and skills to carry out His ministry.

EXECUTIVE & ADMINISTRATIVE SKILLS:

- | | | |
|---|-------------------------------------|--|
| <input type="checkbox"/> Typing | <input type="checkbox"/> Filing | <input type="checkbox"/> Telephoning |
| <input type="checkbox"/> Library Skills | <input type="checkbox"/> Data Entry | <input type="checkbox"/> Reception |
| <input type="checkbox"/> Registration | <input type="checkbox"/> Management | <input type="checkbox"/> Personnel Mgt |
| <input type="checkbox"/> Computer | <input type="checkbox"/> Organizing | <input type="checkbox"/> Other: _____ |

GROUP COORDINATION:

- | | | |
|---|--|---------------------------------------|
| <input type="checkbox"/> Event Planning | <input type="checkbox"/> Group Leader | <input type="checkbox"/> Devotions |
| <input type="checkbox"/> Prayer Leader | <input type="checkbox"/> Recreation / Sports | <input type="checkbox"/> Training |
| <input type="checkbox"/> Work with disabled | <input type="checkbox"/> Enabler / Facilitator | <input type="checkbox"/> Fund Raising |

COMMUNICATIONS:

- | | | |
|--|--|--|
| <input type="checkbox"/> Publicity | <input type="checkbox"/> Displays | <input type="checkbox"/> A/V Equip Oper. |
| <input type="checkbox"/> Speaking skills | <input type="checkbox"/> Story telling | <input type="checkbox"/> Presentations |
| <input type="checkbox"/> Writing | <input type="checkbox"/> Web | <input type="checkbox"/> Video |

CREATIVE ARTS:

- | | | |
|---|---------------------------------------|--------------------------------------|
| <input type="checkbox"/> Art and Design | <input type="checkbox"/> Poetry | <input type="checkbox"/> Editing |
| <input type="checkbox"/> Proof-reader | <input type="checkbox"/> Needlepoint | <input type="checkbox"/> Sewing |
| <input type="checkbox"/> Calligraphy | <input type="checkbox"/> Painter | <input type="checkbox"/> Sculptor |
| <input type="checkbox"/> Photography | <input type="checkbox"/> Cooking | <input type="checkbox"/> Decorations |
| <input type="checkbox"/> Entertaining | <input type="checkbox"/> Other: _____ | |

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MANUAL SKILLS:

- Carpentry Electrical Work Painting
 General Repair Yard/Gardening Snow Removal

DRAMATIC ARTS:

- Dance Acting Directing
 Costumes Makeup Performer
 Set Design Lighting Sound System
 Video Other: _____

MUSIC:

- Keys Drums Guitar
 Bass Singer Songwriter
Other musical instrument: _____

TEACHING:

- Adult Children Youth
 Music Bible Study Sign Language
 Hearing Impaired Visually Impaired Physically Impaired
 Mentally Impaired Other: _____

OTHER MINISTRY TALENTS:

- Vocational Counselling Counselling Athletics
 Other: _____
 Other: _____
 Other: _____

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JOB/OCCUPATION:

Current: _____

Previous: _____

TRAINING OR PROFESSIONAL SKILLS:

Have you received in specialized training that is applicable to your abilities?

TOP ABILITIES:

After looking over the abilities you listed. List any abilities you may feel God is calling you to use either inside of the church, in the community, or at your workplace? If you have an idea of the way they may be put to use, write that down as well.

PERSONALITY

DIRECTIONS:

Circle a number that represents your personality in the following situations.

HOW ARE YOU ENERGIZED?

I'm more comfortable...

doing things for people 1 2 3 4 5 being with people

When doing a task, I tend to...

focus on the goal 1 2 3 4 5 focus on relationships

I get more excited about...

advancing a cause 1 2 3 4 5 creating community

I feel I have accomplished something when I've...

gotten a job done 1 2 3 4 5 built a relationship

It is more important to start a meeting...

on time 1 2 3 4 5 when all are there

I'm more concerned with...

meeting a deadline 1 2 3 4 5 maintaining the team

I place a higher value on...

action 1 2 3 4 5 communication

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HOW ARE YOU ORGANIZED?

While on vacation, I prefer to...

be spontaneous 1 2 3 4 5 follow a set plan

I prefer to set guidelines that are...

general 1 2 3 4 5 specific

I prefer to...

leave my options open 1 2 3 4 5 settle things now

I prefer the projects that have...

variety 1 2 3 4 5 routine

I like to...

play it by ear 1 2 3 4 5 stick to a plan

I find routine...

boring 1 2 3 4 5 restful

I accomplish tasks best...

by working it out as I go 1 2 3 4 5 by following a plan

ENERGIZED TOTAL:

ORGANIZED TOTAL:

If your energized total is **7-20**, you are energized through **tasks**.

If your energized total is **22-35**, you are energized through **people**.

If your organized total is **7-20**, you are organized by being **unstructured**.

If your organized total is **22-35**, you are organized by **structure**.

PERSONALITY PROFILE

DIRECTIONS:

In each of the four rows across, place an X in front of the one word that most often applies to you. Be sure each number is marked for all 40 lines. If you are not sure which word most applies, think of what your answer would have been when you were a child.

PERSONALITY STRENGTHS

| | | | | |
|----|---------------|------------------|--------------|---------------|
| 1 | Adventurous | Adaptable | Animated | Analytical |
| 2 | Persistent | Playful | Persuasive | Peaceful |
| 3 | Submissive | Self-sacrificing | Sociable | Strong-willed |
| 4 | Considerate | Controlled | Competitive | Convincing |
| 5 | Refreshing | Respectful | Reserved | Resourceful |
| 6 | Satisfied | Sensitive | Self-reliant | Spirited |
| 7 | Planner | Patient | Positive | Promoter |
| 8 | Sure | Spontaneous | Scheduled | Shy |
| 9 | Orderly | Obliging | Outspoken | Optimistic |
| 10 | Friendly | Faithful | Funny | Forceful |
| 11 | Daring | Delightful | Diplomatic | Detailed |
| 12 | Cheerful | Consistent | Cultured | Confident |
| 13 | Idealistic | Independent | Inoffensive | Inspiring |
| 14 | Demonstrative | Decisive | Dry Humor | Deep |
| 15 | Mediator | Musical | Mover | Mixes Easily |
| 16 | Thoughtful | Tenacious | Talker | Tolerant |
| 17 | Listener | Loyal | Leader | Lively |
| 18 | Contented | Chief | Chart-maker | Cute |
| 19 | Perfectionist | Pleasant | Productive | Popular |
| 20 | Bouncy | Bold | Behaved | Balanced |

PERSONALITY WEAKNESSES

| | | | | |
|----|----------------|-------------------|----------------|----------------|
| 21 | Blank | Bashful | Brassy | Bossy |
| 22 | Undisciplined | Unsympathetic | Unenthusiastic | Unforgiving |
| 23 | Reticent | Resentful | Resistant | Repetitious |
| 24 | Fussy | Fearful | Forgetful | Frank |
| 25 | Impatient | Insecure | Indecisive | Interrupts |
| 26 | Unpopular | Uninvolved | Unpredictable | Unaffectionate |
| 27 | Headstrong | Haphazard | Hard to please | Hesitant |
| 28 | Plain | Pessimistic | Proud | Permissive |
| 29 | Angered easily | Aimless | Argumentative | Alienated |
| 30 | Naive | Negative attitude | Nervy | Nonchalant |
| 31 | Worrier | Withdrawn | Workaholic | Wants credit |
| 32 | Too sensitive | Tactless | Timid | Talkative |
| 33 | Doubtful | Disorganized | Domineering | Depressed |
| 34 | Inconsistent | Introvert | Intolerant | Indifferent |
| 35 | Messy | Moody | Mumbles | Manipulative |
| 36 | Slow | Stubborn | Show-off | Skeptical |
| 37 | Loner | Lord-over others | Lazy | Loud |
| 38 | Sluggish | Suspicious | Short-tempered | Scatterbrained |
| 39 | Revengeful | Restless | Reluctant | Rash |
| 40 | Compromising | Critical | Crafty | Changeable |

SCORING:

Transfer all of your X's from this page, and the previous, to the same row number and corresponding words on the personality scoring sheet on the next two pages and add up your totals.

The S.H.A.P.E. Workshop

PERSONALITY SCORING—STRENGTHS

| | SANGUINE POPULAR | CHOLERIC POWERFUL | MELANCHOLY PERFECT | PHLEGMATIC PEACEFUL |
|----|-----------------------------|------------------------------|-------------------------------|--------------------------------|
| 1 | Animated | Adventurous | Analytical | Adaptable |
| 2 | Playful | Persuasive | Persistent | Peaceful |
| 3 | Sociable | Strong-willed | Self-sacrificing | Submissive |
| 4 | Convincing | Competitive | Considerate | Controlled |
| 5 | Refreshing | Resourceful | Respectful | Reserved |
| 6 | Spirited | Self-reliant | Sensitive | Satisfied |
| 7 | Promoter | Positive | Planner | Patient |
| 8 | Spontaneous | Sure | Scheduled | Shy |
| 9 | Optimistic | Outspoken | Orderly | Obliging |
| 10 | Funny | Forceful | Faithful | Friendly |
| 11 | Delightful | Daring | Detailed | Diplomatic |
| 12 | Cheerful | Confident | Cultured | Consistent |
| 13 | Inspiring | Independent | Idealistic | Inoffensive |
| 14 | Demonstrative | Decisive | Deep | Dry Humor |
| 15 | Mixes easily | Mover | Musical | Mediator |
| 16 | Talker | Tenacious | Thoughtful | Tolerant |
| 17 | Lively | Leader | Loyal | Listener |
| 18 | Cute | Chief | Chart-maker | Contented |
| 19 | Popular | Productive | Perfectionist | Pleasant |
| 20 | Bouncy | Bold | Behaved | Balanced |
| | SUBTOTAL | SUBTOTAL | SUBTOTAL | SUBTOTAL |

The S.H.A.P.E. Workshop

PERSONALITY SCORING—WEAKNESSES

| | SANGUINE POPULAR | CHOLERIC POWERFUL | MELANCHOLY PERFECT | PHLEGMATIC PEACEFUL |
|----|-----------------------------|------------------------------|-------------------------------|--------------------------------|
| 21 | Brassy | Bossy | Bashful | Blank |
| 22 | Undisciplined | Unsympathetic | Unforgiving | Unenthusiastic |
| 23 | Repetitious | Resistant | Resentful | Reticent |
| 24 | Forgetful | Frank | Fussy | Fearful |
| 25 | Interrupts | Impatient | Insecure | Indecisive |
| 26 | Unpredictable | Unaffectionate | Unpopular | Uninvolved |
| 27 | Haphazard | Headstrong | Hard-to-please | Hesitant |
| 28 | Permissive | Proud | Pessimistic | Plain |
| 29 | Angered Easily | Argumentative | Alienated | Aimless |
| 30 | Naive | Nervy | Negative Attitude | Nonchalant |
| 31 | Wants credit | Workaholic | Withdrawn | Worrier |
| 32 | Talkative | Tactless | Too sensitive | Timid |
| 33 | Disorganized | Domineering | Depressed | Doubtful |
| 34 | Inconsistent | Intolerant | Introvert | Indifferent |
| 35 | Messy | Manipulative | Moody | Mumbles |
| 36 | Show-off | Stubborn | Skeptical | Slow |
| 37 | Loud | Lord-over others | Loner | Lazy |
| 38 | Scatterbrained | Short tempered | Suspicious | Sluggish |
| 39 | Restless | Rash | Revengeful | Reluctant |
| 40 | Changeable | Crafty | Critical | Compromising |
| | SUBTOTAL | SUBTOTAL | SUBTOTAL | SUBTOTAL |

SCORING:

Add both subtotals together and write the totals below. Read descriptions of each type on the following pages.

_____ Sanguine _____ Choleric _____ Melancholy _____ Phlegmatic

SANGUINE POPULAR

STRENGTHS:

EMOTIONS

Appealing personality
Talkative, storyteller
Life of the party
Lives in the present
Memory for color
Physically holds on to the listener
Emotional and demonstrative
Enthusiastic and expressive
Cheerful and bubbly
Over curious
Sincere at heart
Good on stage
Wide-eyed and innocent
Changeable disposition

WORK

Volunteers for jobs
Thinks up new activities
Looks great on the surface
Creative and colorful
Has energy and enthusiasm
Starts in a flashy way
Inspires others to join
Charms others to work

FRIENDS

Makes friends easily
Seems exciting
Loves people
Envied by others
Thrives on compliments
Doesn't hold grudges
Apologizes quickly
Prevents dull moments
Likes spontaneous activities

WEAKNESSES:

EMOTIONS

Compulsive talker
Exaggerates and elaborates
Dwells on trivia
Can't remember names
Scares others off
Never grows up
Too happy for some
Has restless energy
Egotistical
Seems phony to some
Blusters and complains
Naive, gets taken in
Has loud voice and laugh
Controlled by circumstances

WORK

Would rather talk
Forgets obligations
Doesn't follow through
Confidence fades fast
Undisciplined
Priorities out of order
Decides by feelings
Easily distracted
Wastes time talking

FRIENDS

Hates to be alone
Needs to be center of attention, popular
Looks for credit
Dominates conversations
Interrupts and doesn't listen
Answers for others
Fickle and forgetful
Makes excuses
Repeats stories

CHOLERIC POWERFUL

STRENGTHS:

EMOTIONS

Born leader
Dynamic and active
Compulsive need of change
Must correct wrongs
Strong-willed and decisive
Unemotional
Not easily discouraged
Independent and self-sufficient
Exudes confidence
Can run anything

WORK

Goal oriented
Sees the whole picture
Organizes well
Seeks practical solutions
Moves quickly to action
Delegates work
Insists on production
Makes the goal
Stimulates activity
Thrives on opposition

FRIENDS

Has little need for friends
Will work for group activity
Will lead and organize
Is usually right
Excels in emergencies

WEAKNESSES:

EMOTIONS

Bossy
Impatient
Quick-tempered
Can't relax
Too impetuous
Enjoys controversy and arguments
Won't give up when losing
Comes on too strong
Inflexible
Is not complimentary
Dislikes tears and emotions
Is unsympathetic

WORK

Little tolerance for mistakes
Doesn't analyze details
Bored by trivia
May make rash decisions
May be rude or tactless
Manipulates people
Demanding of others
End justifies the means
Work may become his god

FRIENDS

Tends to use people
Dominates others
Decides for others
Knows everything
Can do everything better
Is too independent
Possessive of friends and mate
Can't say "I'm sorry"
May be right, but unpopular

MELANCHOLY PERFECT

STRENGTHS:

EMOTIONS

Deep and thoughtful
Analytical
Serious and purposeful
Genius prone
Talented and creative
Artistic or musical
Philosophical and poetic
Appreciative of beauty
Sensitive to others
Self-sacrificing
Idealistic

WORK

Schedule oriented
Perfectionist, high standards
Detail conscious
Persistent and thorough
Orderly and organized
Neat and tidy
Economical
Sees the problem
Finds creative solutions
Needs to finish what he/she starts
Likes charts, graphs, figures, lists

FRIENDS

Makes friends cautiously
Content to stay in background
Avoids causing attention
Faithful and devoted
Will listen to complaints
Can solve others problems
Deep concern for other people
Move to tears with compassion
Seeks ideal mate

WEAKNESSES:

EMOTIONS

Remembers the negatives
Moody and depressed
Enjoys being hurt
Self-centered
Has false humility
Too introspective
Low self image
Has selective hearing
Persecution complex
Tends to hypochondria
Off in another world
Guilt feelings

WORK

Not people orientated
Depressed over imperfections
Chooses difficult work
Hesitant to start
Spends too much time planning
Prefers analysis to work
Self-depreciating
Hard to please, standards often too high
Deep need for approval

FRIENDS

Lives through others
Insecure socially
Withdrawn and remote
Critical of others
Holds back affection
Dislikes those in opposition
Suspicious of people
Antagonistic and vengeful
Unforgiving
Full of contradictions
Skeptical of compliments

PHLEGMATIC PEACEFUL

STRENGTHS:

EMOTIONS

Low-key personality
Easygoing and relaxed
Calm, cool and collected
Patient, well balanced
Consistent life
Quiet, but witty
Sympathetic and kind
Keeps emotions hidden
Happily reconciled to life
All-purpose person

WORK

Competent and steady
Peaceful and agreeable
Has administrative ability
Mediates problems
Avoids conflicts
Good under pressure
Finds the easy way

FRIENDS

Easy to get along with
Pleasant and enjoyable
Inoffensive
Good listener
Dry sense of humor
Enjoys watching people
Has many friends
Has compassion and concern

WEAKNESSES:

EMOTIONS

Unenthusiastic
Fearful and worried
Indecisive
Avoids responsibility
Quiet will of iron
Selfish
Too shy and reticent
Too compromising
Self-righteous

WORK

Not goal orientated
Lacks self-motivation
Hard to get moving
Projects resents being pushed
Lazy and careless
Discourages others
Would rather watch

FRIENDS

Dampens enthusiasm
Stays uninvolved
Is not exciting
Indifferent to plans
Judges others
Sarcastic and teasing
Resists change

EXPERIENCES

One of the most overlooked factors in determining the ministry God has for me is my past experience, particularly the hurts and problems I have overcome with God's strength. Since our greatest life messages come out of our weaknesses, not our strengths, we should pay close attention to what we've learned in "the school of hard knocks."

YOUR SPIRITUAL EXPERIENCES:

Consider factors such as: Was religious faith valued in the home in which you grew up? In what denomination(s) did you grow up? If none, why do you now choose to participate in religious faith? How did you come to faith in Jesus Christ? What persons have influenced you the most, positively and negatively (if applicable), in your faith journey?

YOUR PAINFUL EXPERIENCES:

In what events have you been most aware of the absence or presence of God? Have you had any experiences of loss or grief (loved one, job, relocation, etc.) that might enable you to relate to and encourage another in a similar circumstance? If so, describe them.

YOUR EDUCATIONAL AND WORKPLACE EXPERIENCES:

Consider factors such as: What was your attitude while in school? Did you enjoy it or dread it? What were your favorite and least favorite subjects? What did you study? Did you have an influential - for good or bad - teacher?

How about your workplace—what have been your best and worst experiences? Have you been successful? What have you learned?

YOUR MINISTRY EXPERIENCES:

How have you served in the past? Describe ministry experiences that have been the most meaningful to you. Is there a common thread relating those experiences?

DIRECTIONS:

On the next couple pages, record a few of these experiences.

The S.H.A.P.E. Workshop

PERSONAL RESOURCES SURVEY

Name _____ Seminar Session Month/Year _____

My SPIRITUAL GIFTS are:

- 1) _____
- 2) _____
- 3) _____

I have a HEART for:

- 1) _____
- 2) _____
- 3) _____

My top ABILITIES are:

- 1) _____
- 2) _____
- 3) _____
- 4) _____

My PERSONALITY is:

- | | |
|---------------------------|------------------------|
| _____ People/Structured | _____ Sanguine score |
| _____ People/Unstructured | _____ Choleric score |
| _____ Task/Structured | _____ Melancholy score |
| _____ Task/Unstructured | _____ Phlegmatic score |

My top EXPERIENCES are:

- 1) _____
- 2) _____
- 3) _____
- 4) _____

I would describe my spiritual maturity as:

- | |
|-------------------------------|
| _____ Seeker |
| _____ New or young believer |
| _____ Stable/growing believer |
| _____ Mature/guiding believer |

Relevant information gathered from my Observation Assessments:

The following ministries were identified as possible places of service.

- 1) _____
- 2) _____
- 3) _____